

PROFILE – ROSEMARY J HOWELL

CONTACT DETAILS:

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Australia

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QUALIFICATIONS:

- Bachelor of Laws (Melbourne University)
- Barrister and Solicitor, Supreme Court of Victoria
- Solicitor, Supreme Court of New South Wales
- Doctor of Juridical Science (University of Technology Sydney)
- Accredited Quality Auditor (IQA Program)
- Accredited Administrator, Myers Briggs Type Indicator, Australian Psychologists Press

EXPERIENCE & EMPLOYMENT HISTORY

- **1970-1974**
Experience as a practising lawyer, in fields including town planning, property, insolvency, company law and estate planning.
- **1975-1977**
Worked with a small team to establish the Victorian Legal Practice Course at the Leo Cussen Institute.

Responsible for designing and teaching one third of the course and for student counselling.

Maintained a small private practice specialising in commercial work and estate planning.

- **1978-1980**

Invited to establish the Continuing Legal Education program of the Law Institute of Victoria. Also became consultant to and later acted as Manager of the Management Advisory Service. This was the first service of its kind in the southern hemisphere, offering advice on every aspect of law office management. Services were also provided to large firms in other professional groups such as accountants.

During this period the management team visited close to 2,000 professional service businesses in Australasia, including 34 in New Zealand.

- **1980-1983**

Appointed Secretary-General of the Law Council of Australia, the National Council of lawyers, responsible for initiating and administering a wide range of projects affecting the 19,000 Australian Lawyers.

Assisted the Auckland District Law Society to establish a Management Advisory Service in May 1981 while on brief secondment from the Law Council.

- **1983-1985**

Joined Touche Ross Services to establish and direct Lawyers' Management Services, a specialist unit providing management advice to law firms throughout Australia.

During this period general consulting work was also undertaken including management reviews for State and Federal Government Departments and for a range of other professional practices including architects, engineers and accountants.

- **1985 - Present**

Established Rosemary Howell Business Services in April 1985 which became Strategic Action in January 1995.

The business provides strategic planning and human resources consulting to professional service businesses in Australia, New Zealand, USA, UK and South Africa. Clients include State and Federal Government Departments, in-house legal departments, major corporate entities in the retail, insurance and financial

services industries and a large range of professional service businesses including architects, law firms, engineers and accountants.

**SPECIALISED
COMPETENCE:**

- Business diagnostic (including finance, administration, people, systems, equipment)
- Design and implementation of new management structures
- Strategic planning and strategic coaching to business
- Mergers, acquisitions, inter and intra state arrangements
- Quality Management programs
- Curriculum design, in-house training
- Planning and conducting retreats
- Change management processes
- Negotiation and Conflict Resolution training
- Recruitment, evaluation and outplacement of specialist staff

FURTHER TRAINING

- Attended Harvard Summer School course on Negotiation, 1987
- Assisted Harvard Professor Roger Fisher in teaching Negotiation workshops in Melbourne in 1988 and Sydney in 1994
- Teaching Fellow, Harvard Negotiation Program, June 1991
- Attended Harvard Summer School courses on Advanced Negotiation, 1991 (General) and 1995 (Gender Issues)

**MEMBERSHIPS &
APPOINTMENTS:**

- 1980 Member, Council of Legal Education Victoria
- 1980-81 Executive Member, Association of Conference Executives
- 1980-82 Foundation Executive Member, Law Practice Management Section, Law Council of Australia
- 1980-83 Attorney-General's Committee on Legal Information Retrieval
Managing Editor, Australian Law News
Member, Computerised Legal Information Committee, Victoria Law Foundation

- 1981-83 Board Member, Faculty of Law, Monash University
- 1982-91 Board Member, Council of Adult Education, Victoria
- 1983 Chairman, Committee on Staff Conditions, Council of Adult Education
- 1986-87 Chairman, General Practice Section, Law Council of Australia
- 1992-96 Member Professional Development and Practice Management Committee, Law Society of New South Wales and of its Quality sub Committee
- 1993-96 Chairman, Marketing Committee, Law Society of New South Wales
- 1994-Present Course Co-ordinator – Negotiation, University of Technology Sydney
(Part of the Undergraduate, Masters and Doctoral program offered by the UTS Law School)
- 1997-Present Lecturer – Alternate Dispute Resolution, University of New South Wales
- 1997-Present Member, New South Wales Board of QL (formerly Quality in Law), Law Society of New South Wales
- 2002-Present Member, Board of Directors, QL Incorporated

PUBLICATIONS

- "Cross Selling in Law Firms" - Journal of the Law Society of New South Wales (With Nancy Pedler)
- "Working Smarter Not Harder: How to be Profitable in Tough Times" - Journal of the Law Society of New South Wales
- "Aspects of Administration: The Business Plan" - Corporate Management, Journal of the Institute of Corporate Managers, Secretaries and Administrators Ltd.
- "Quality Management for Legal Practice" - The Law Book Company Limited (Co-author)
- Law Practice Management Newsletter – Butterworths
Monthly Contributor since June 2001